



The Official Newsletter of MyNavy HR

# SAILOR to SAILOR

Celebrating  
Hispanic Heritage Month

September 2021



## Navy Updates Hairstyles and Policies in Extensive Uniform Update



The Navy has authorized new hairstyles for men and women in a just-released uniform policy and grooming standards update.

Also announced are changes to wear rules for watches while in uniform, earrings for men in civvies and changes to name tape policies, to name just a few.

The complete list of what's new in uniform policy comes in NAVADMIN 183/21 released on Aug. 31. Most changes are effective immediately.

"Navy uniform policy updates are

the result of fleet feedback, uniform working group discussions, command sponsored requests and direction from Navy leadership," wrote Vice Adm. John B. Nowell, Jr., chief of naval personnel, in the message.

"Navy uniform policy updates directly support Sailor 2025 objectives to attract and retain the very best Sailors by finding greater flexibility in our policies and practices, including uniforms."

What all Sailors need to know is that if something isn't spelled out in the uniform

regulations, it's not authorized, according to Rob Carroll, head of uniform matters on the staff of the chief of naval personnel. This applies to everything from uniforms and grooming standards to even rules on appropriate civilian attire.

"These changes will continue to eliminate inconsistency in the application of policy standards and provide clearer guidance that will facilitate compliance and enforcement," Carroll said.

"Also, they will expand options for our Sailors in grooming standards while eliminating policies considered by many as outdated."

Many of the changes came from Sailor feedback during uniform and grooming standards focus and working groups held in the fleet. Many Sailor complaints and ideas also came up during Task Force One Navy (TF1N) listening sessions held in 2020, Carroll said.

"We review commonly asked questions submitted by Sailors from around the fleet, we look at trends, and discuss policy considerations," Carroll said. "So that being stated, TF1N did not drive the policy changes, but it can be noted that some of the changes align with the Navy's diversity and inclusion initiatives."

Here are some highlights of what's new:

### Hairstyles

Navy Uniform Regulations spell out how all Sailors can and cannot wear their hair, but the Navy often updates these rules as

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## The New Maritime Space Officer Designator – What You Should Know

The Navy has established a Maritime Space Officer (MSO) designator, 187x, and will be actively recruiting qualified officers to form a community of maritime space integration and planning professionals. MSOs will provide the fleet with operational knowledge and experience in space related capabilities and operations.

The move was announced in NAVADMIN 189/21 on Aug. 26.

"Establishing the Maritime Space Officer community is a huge step in building the space technical proficiency the Navy needs to maintain naval superiority now and into the future," said Vice Adm. Kelly Aeschbach, Commander, Naval Information Forces. "This move is critical in establishing a community of Navy space experts who can be intentionally managed and detailed to key Navy and joint assignments."

The Navy is wasting no time as plans

are in the works now to select the first group of MSO's. The application process is detailed in NAVADMIN 189/21.

"The establishment of the MSO community allows us to leverage the unique talents of our personnel to ensure the Navy keeps pace with the rapidly maturing government and Department of Defense space enterprise," said Vice Adm. John B. Nowell Jr, chief of naval personnel. "This designator will allow for a specialized community of experts to professionally grow, promote and compete for space jobs in their area of expertise—tenants of our Detailing Marketplace and Sailor 2025 initiatives."

The community is looking for officers with prior warfare qualification and experience who have demonstrated superior performance. Prior space-related experience/space education is highly desirable.

To apply, officers are required to have at

least six-years of commissioned service.

Those selected will be given the designator 187x and will be managed within the Navy's information warfare community under the MSO promotion competitive category.

These officers will fill key space-oriented billets at fleet and component commands within Maritime Operations Centers, Warfighting Development Centers, US Space Command, the intelligence community as well as at the Information Warfare Type Command.

The MSO community will build its officer inventory by selecting officers each year through the semi-annual officer lateral transfer board process. Follow-on NAVADMINs will announce the dates for upcoming transfer boards and associated application deadlines.

More information and community contacts are available in NAVADMIN 189/21.

## NP2 - The Navy's Personnel and Pay Solution - Here are the Details

Keeping a Sailor-first focus, MyNavyHR Transformation is continuing efforts to implement the Navy Personnel and Pay (NP2) system, which combines personnel and pay functions into one seamless system for both active and reserve component Sailors.

With NP2, a Sailor's personnel transactions will automatically trigger a pay transaction – eliminating the need for multi-step and multi-system processes. Also, NP2 will enable 24/7 self-service personnel and pay support for Sailors to perform personnel actions, providing increased transparency and the ability to track cases in real-time, in one location, through to resolution.

At initial release, NP2 will change the process the Navy uses to pay Sailors. As part of this change, personnel transactions that trigger pay, such

as a change in dependents or a change in geographic location, will no longer be processed in NSIPS. Instead, those personnel actions will be processed in NP2, and NP2 will generate the pay file that is sent forward to the Treasury to process your monthly and special pays.

Over time, the capabilities in NP2 will be expanded, and NP2 will replace NSIPS for most personnel and pay transactions. Once the initial pay-focused release is delivered, NP2 development efforts will shift to orders writing as the next capability to be built.

NAVADMIN 178/21 provides the requirement for commands to designate a functional account manager and initial account creation for the user role as the first step in the transition. An NP2 Command Startup Guide was developed with step-by-step guidance and user checklists. This guide, as well as other

key NP2 material, can be found on the NP2 Resources page of MyNavy Portal at <https://my.navy.mil/np2.html>.

NP2 is scheduled to debut in fiscal year 2022. At this first milestone, NP2 will provide auditability and efficiency to leaders, Sailors, and the human resources workforce by delivering Treasury Direct Disbursing functionality – resulting in more accurate and timely pay for all Sailors. Access to NP2 will come through MyNavy Portal at [my.navy.mil](https://my.navy.mil).

A change of this magnitude is certainly daunting. To accomplish it, we must have the cooperation of our Sailors and human resources workforce across the fleet. That cooperation is paramount to our successful transition to NP2 and a new modern service delivery model, which is a key objective of the MyNavyHR Transformation and future readiness of the Navy.

## Navy Updates Hairstyles and Policies in Extensive Uniform Update - Cont'd



practices become mainstream.

"These changes recognize hairstyles that are now considered normal in society as a whole in a way that keeps a professional military appearance in uniform," Carroll said.

For men, this means officially sanctioned styles now include bald, flat tops, faded and high and tight hairstyles. All styles include allowing squared or rounded gradual tapers in the back of the head. Sideburns are authorized but cannot exceed the hair length of the haircut. Sideburns with bald hairstyles are not allowed.

For women, hair rules now allow short styles and even showing the scalp. This includes tapered back and sides of the head. Razor-cut bald styles are not authorized except when prescribed for treating medical conditions.

When wearing short hairstyles, female

Sailors are allowed one hard part that may be cut, shaved or clipped. The hard part must be above the temple and no higher than the approximate area where the side and top of the head meet. Parts can be on either the right or left side of the head and must run straight "fore and aft," the rules say. They can be no longer than four inches nor broader than one-eighth of an inch in width.

"This gives women more options for greater ease on hair care, especially while on deployment when longer styles can be tougher to maintain," Carroll said. "Women have been asking for this flexibility because, in the past, we did not allow them to cut their hair very short."

### Earrings for Men

Earrings still can't be worn by male Sailors in uniform but now are authorized while wearing civilian clothes and in a leave or liberty status both on and off military installations or while using government transportation. Earrings are not allowed when performing official duties in civilian attire, the rules say.

### Accented Names

For Sailors whose legal names contain accents, this punctuation mark can now be used in name tags, name patches, or name tapes on Navy uniforms.

### Higher Heels for Women

Female Sailors wanting a bit more lift in their high-heel uniform pumps are now authorized to wear up to 3-inch heels, up from the previously approved height of two and 5/8 inches.

Carroll said this is now considered the standard heel height for females in civilian business attire.

Sailors can wear commercially procured shoes if they also comply with all other rules for uniform shoes.

### Sunglass and Prescription Eyeglass Options and Rules

Prescription glasses and sunglass frames worn in uniform must now

conform to new rules.

Frame color can only be silver, gray, black, navy blue, brown or gold. However, they can also be transparent or translucent. Sunglasses can also be green or tan and sport small logos.

"There are just so many options available today for glasses and we needed to get some standardization of appearance in uniform," Carroll said. "This change allows for a wide variety of options as well as maintaining a professional military appearance."

The frame around the lens for prescription glasses can be a different authorized color than the rest of the frame. Two authorized colors in the same frame are also acceptable.

Retainer straps can be worn only for foreign object debris prevention. Straps will only be black and must be worn snugly against the head. When not in use, eyeglasses cannot be worn on top of the head or hanging around the neck. All policy changes for glasses will go into effect 60 days after the message release.

More details and the rest of the uniform changes are available in NAVADMIN 183/21.





# Fall 2021 E-4 to E-6 Meritorious Advancement Season Announced



Commands will be able to meritoriously advance Sailors this fall between Sept. 1 and Oct. 15 as the Navy announced 2021's Meritorious Advancement Program (MAP) Season Two in NAVADMIN 169/21 on Aug. 5.

Ahead of the application window, the Navy also released this season's quotas in the Navy Standard Integrated Personnel System (NSIPS) on Aug. 18.

The message also announced that nine rating and paygrade combinations will have MAP advancements controlled this cycle.

This means that meritorious advancements to ABF3, ABF2, ABF1,

ABH3, ABH2, BM3, BM2, BM1 and RS3 must go through a separate approval process.

Navy personnel officials say this is necessary to preserving some advancement quotas for Sailors during the fall Navy-Wide Advancement Exam (NWAE) cycle.

"The decision to control these rates was made based on a variety of factors, to include low NWAE advancement opportunity, proportionality of total MAP advancements in each rate, and rate and paygrade manning levels," Vice Adm. John B. Nowell, Jr., chief of naval personnel wrote in the message.

The preferred way for commands to request all MAP advancements is through NSIPS. Those without access to NSIPS must submit their Meritorious Certification Letters by e-mail through their chain of command within the same time frames.

How to request quotas for the nine controlled rates is outlined in the message. Any unused MAP quotas will be added into the quotas for the fall NWAE cycle.

MAP Quotas by unit identification code, along with example forms and frequently asked questions, are available on MyNavy Portal at <https://www.mnp.navy.mil/group/advancement-and-promotion/a-enlisted-advancement-resources-and-links>. Once on the site, select the "Websites" tab in the blue banner.

One reminder for commands is that Sailors being meritoriously advanced must have completed their required Professional Military Knowledge Eligibility Examination before the first day of the MAP season.

The intent of MAP is the selection to the next paygrade of the most deserving Sailors, the message said.

Deckplate leaders observing Sailors on a daily basis know them best. Through MAP, Navy leadership gives those leaders a voice in the advancement process by allowing commands to move up their most deserving Sailors twice each year ahead of the Navy's semi-annual advancement cycles.

As has been the case in recent years, meritorious advancements will account for roughly 20 percent of all E-4 through E-6 promotions during the 2021 calendar year – half allocated for each of the two seasons.



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*Connect to Protect*  
**NATIONAL SUICIDE  
PREVENTION MONTH**

• *September* •



## Getting Started in the Exceptional Family Member Program

Managing your life and career when one of your family members has exceptional needs such as developmental disabilities or special medical needs isn't easy. But, the Navy already has a network and program that can be turned to.

For nearly 20,000 Sailors, this reality is a daily challenge as they care for nearly 24,000 family members already enrolled in the Navy's Exceptional Family Program (EFMP).

Since 1988, this program has helped Sailors continue serving by providing assistance during the assignment process to ensure the special needs of their family members can be met to the greatest extent possible at each duty station.

These family member's needs can include requiring special medical, dental, or mental health attention. In addition, developmental or educational requirements for adaptive equipment accessibility, such as wheelchairs, are also part of the program.

So, if you find yourself in just such a situation, the first place to turn is to Navy EFMP. EFMP coordinators are located in Military Medical Treatment Facilities. Their job is to help with enrollment and provide the appropriate forms.

The EFMP coordinator will gather documents, check for missing information and submit the enrollment package to the Central Screening Committee for review.

The package is then forwarded to Navy Personnel Command (PERS 454) for a final enrollment.

Be prepared to provide additional information during the screening process to determine enrollment eligibility. Enrollment can take several days and status can be checked in



the Navy Family Accountability and Assessment System.

Expect an email notification when the enrollment is complete.

Once enrolled, contact the command EFMP coordinator and the EFMP Case Liaison at the nearest Fleet and Family Support Center for additional support.

Enrollment into the EFMP must be updated at least every 3 years or when there is a change to your medical or educational status. For EFMP updates, renew your enrollment package by following the steps above.

When it is time to negotiate orders, start working with your detailee as early as possible to make sure the services

your family member needs are available at the proposed new duty location.

If the family member no longer has the special need, start the process over for disenrollment.

Here are some great tools available to help navigate the program:

Navy EFMP App (<https://www.applocker.navy.mil/#!/apps/17B6E14B-2502-438C-880B-4D98B4512038>)

Military OneSource App (<https://www.militaryonesource.mil/confidential-help/interactive-tools-services/my-military-onesource-app/>)

MyNavy Family App (<https://www.applocker.navy.mil/#!/apps/A3E45417-7665-4E93-B703-659F6B34C404>).

## Navy Announces the 2021 Health of the Force Survey



The 2021 Health of the Force Survey is open to active-duty Sailors from Sept. 9 to Oct. 22.

This survey helps the Navy collect information directly related to the

careers and experiences Sailors and their families have while serving in the Navy. It seeks to inform and update policies and programs that daily impact the quality of service of the force.

"This is a critical tool for us to gain insights into what is most important to you, and how we can improve the Navy as a whole," said Vice Adm. John B. Nowell, Jr.

"Participating in this survey is completely voluntary, but I highly encourage all of my active-duty shipmates, especially our junior enlisted and junior officers, to participate. We had almost 13,000 Sailors participate in our last survey, and I want to beat that mark this year. While you do have to enter your DoD ID number to participate to ensure your active-duty status, your responses are completely confidential."

Some Sailors may have already received an email invitation to participate, if you haven't, head to the link below.

This is your chance to provide feedback on your career and the Navy as a whole, and helps Navy leadership develop and modify policies to best serve the Fleet.

The survey requires CAC access and can be found at <https://go.max.gov/dod/HoF>.





## NATIONAL HISPANIC HERITAGE MONTH



Honorable  
Carlos Del Toro

Rear Admiral (ret.)  
Christina Alvarado

Rear Admiral  
Dennis Velez

MCPON (ret.)  
Joe R. Campa Jr.

# MAKE A DIFFERENCE FOR SAILORS

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## CONVERSION REQUIREMENTS:

**CONTACT YOUR COMMAND  
CAREER COUNSELOR  
(CCC) OR  
SEE NAVADMIN 199/21  
FOR ADDITIONAL  
GUIDANCE**

### SAILORS MUST HAVE:

- A MINIMUM OF 5 YEARS BUT NO MORE THAN 16 YEARS OF SERVICE.
- 12 CUMULATIVE MONTHS OF EXPERIENCE AS A DEPARTMENTAL OR DIVISIONAL CAREER COUNSELOR, OR HOLD THE NEC 806R.
- NO HISTORY OF NJP IN THE PREVIOUS 24 MONTHS.
- NO DOCUMENTED PFA FAILURES WITHIN THE LAST 24 MONTHS.
- MET ASVAB REQUIREMENT VE + MK + GS EQUAL TO OR GREATER THAN 156.

